

FFA TRAINING

NOVEMBER 18,
2021

What will we
cover today?

Equity, Diversity, and Inclusivity

White Privilege

Implicit Bias

Microaggressions

Back to Inclusivity

Plight of Diverse Team Members

Putting the Pieces Together



EQUALITY VS.
EQUITY

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

Creating Equity

- Do team members have what they need to reach their full potential?
- What are the roadblocks and how do I fix this as a leader?
- Development
- Understand what each team member needs to be successful

Equity While Working from Home



Does everyone have what they need to work from home



Do people know how to ask for support



What are expectations among team members

Diversity

Being Invited to Party

Recruiting diverse individuals (BIPOC, LGBTQ+, age, differently abled)

Metrics

Check box exercise

Possible to have a "diverse" law firm with unhappy team members if you do not focus on Inclusivity

Have to move beyond diversity

Inclusivity

Asked to Dance at the Party

Holistic Approach

Do team members feel a sense of belonging?

Do team members feel just satisfied or engaged?

Are team members being heard?

Inclusion in your law firm?



I can count on my co-workers wanting to include me in their conversations and value my input.



I can speak in my work group and not worry that others will attribute something about what I say to my identity category



I can trust my behavior will be viewed only as mine and not representative of my larger identity group



I can trust I will not be talked over in a meeting. I can speak without being interrupted

Bringing My Whole Self to Work Would be Revolutionary



I can trust my coworkers know that I have earned my position through my abilities



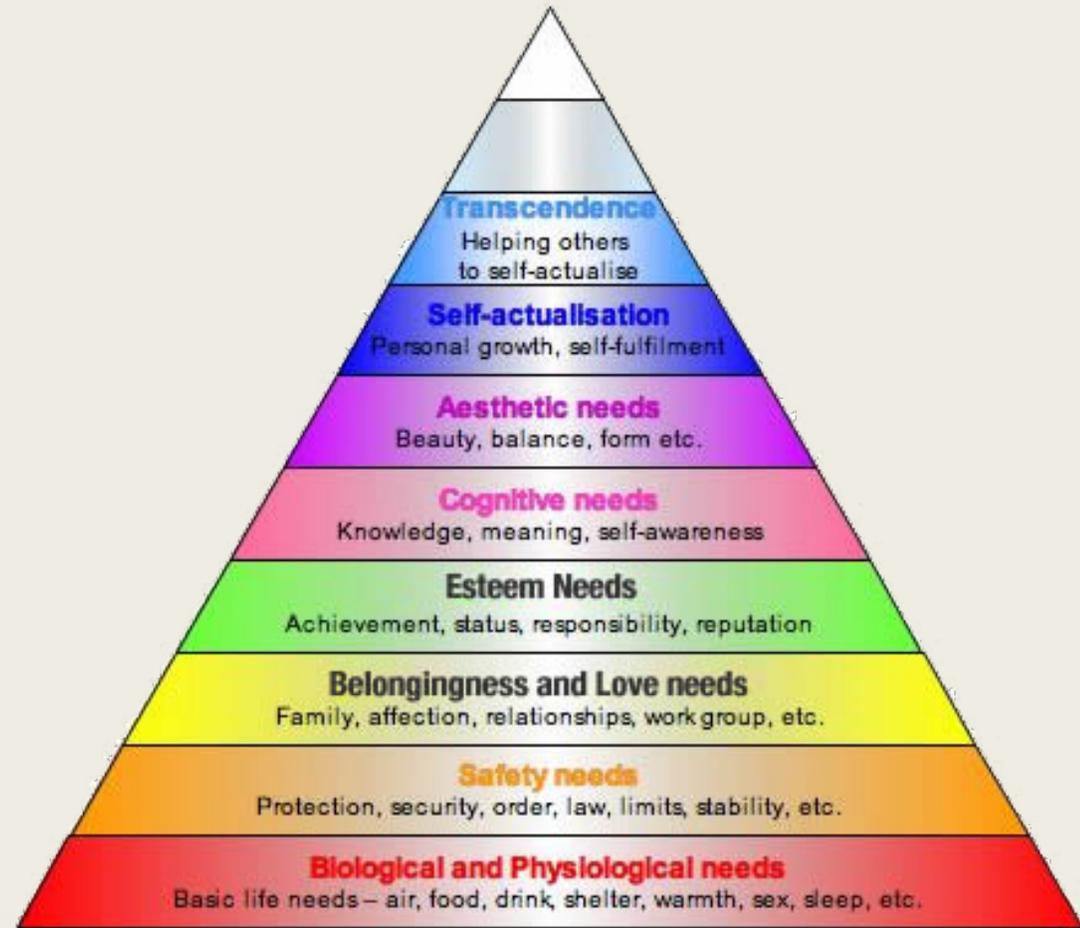
I can opt out of optional tasks without feeling guilty or that I will be ostracized for it



When asked to serve on committees or task forces its because they value what I have to offer, not because they need a representative from my identity group

Belonging

- Where is belonging?
- If you don't feel a sense of belonging, you're not getting what you need to survive
- Individuals spend more time at work than at home
- Belonging is major part of inclusivity



Maslow's Hierarchy of Needs

Double Down on Inclusivity Efforts



Find a way team members can anonymously voice concerns.



Take turns leading meetings.



Get to know your team members today, recognizing that it might be different from a year ago with the two pandemics.

Inclusivity While Virtual

Cameras On

Walk the Hall Virtually

Maintain Inclusivity and Retention Efforts

Create a Committee about Virtual Inclusivity

Ask Your Team Members

Reexamine and Re-evaluate

- Core Values
- Transparency
- Racial Reckoning and Covid-19
- Mission Statement
- Website

WHITE PRIVILEGE



“I can take a job with an affirmative action employer without having my co-workers on the job suspect that I got it because of my race.”



“I do not have to educate my children to be aware of systemic racism for their own daily physical protection.”



“I am never asked to speak for all the people of my racial group.”



“I will feel welcomed and ‘normal’ in the usual walks of public life, institutional and social.”



“If I have low credibility as a leader I can be sure that my race is not the problem.”



“I can worry about racism without being seen as self-interested or self-seeking.”



“If my day, week or year is going badly, I need not ask of each negative episode or situation whether it had racial overtones.”

SOURCE: Peggy Macintosh. “Unpacking the Invisible Knapsack.”

Breaking Away from Privilege: Check Yourself

Talking	Taking	Failing	Assuming	Assuming	Correcting
Talking first and talking over others	Taking credit for ideas (checking to make sure your ideas are yours)	Failing to take other people's ideas seriously	Assuming you will speak for the group	Assuming you will have greater influence over the group, or that your opinion counts more	Correcting others or articulating their ideas for them



REMEMBER THE BEST
DIVERSITY AND INCLUSIVITY
PRACTICES CAN BE
UNDERMINED BY IMPLICIT
BIAS, EVEN VIRTUALLY

Our Brains → How Bias Creeps In



Premise → all we see is objective



Reality → impossibility



Scientists estimate exposed to 11 million pieces of information at any one time, but our brains can consciously process about 40.



That means that over 99.9% of incoming cues are processed automatically or unconsciously by our brains.

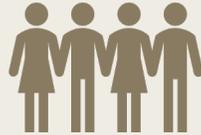


Our brains filter incoming cues based on preexisting short cuts, and this is unconscious bias.

Unconscious Bias



We all have unconscious bias



These biases creep into our organizations and we all talk about this because the best diversity and inclusion practices can be undermined by unconscious bias



Our brains, cannot sort all the information so it interprets incoming information, and it happens below our level of conscious awareness



Unconscious thinking is fast and feels intuitive

Work to Interrupt Your Own Biases

Question those gut reactions

Think of evidence that contradicts

Use inclusiveness skills to create a full picture

Breathe

Create safety mechanisms within your organization to check these biases

The best diversity and inclusivity practices can be undermined by implicit bias



MICROAGGRESSIONS



Understand the Micros

Micro-Inequity

- How individuals are singled out, ignored, overlooked, and discounted.
- Not necessarily based on someone's identity.
- Microinequities are subtle – conveyed through facial expressions, gestures, and tone of voice

Microaggressions

- Subtle acts that show dominance, specifically when members of a higher status group behave in a certain way.
- A microaggression is an act that stereotypes or denigrates the recipient
- Microaggressions are based on individuals belonging to a diverse group

Micro-Affirmations

- Antidote to microaggressions
- Small, brief acts that affirm other people's value and competence
- Acknowledging people, nodding head when people speaking, coming to a person's defense
- Putting away phone
- Interrupting the microaggression in any way possible

There Are No Shortcuts When it Comes To EDI Efforts

Getting serious about EDI requires intentional effort by an organization to bring in experts to teach how to incorporate these values into the fabric of your company culture.

Back to
inclusivity.

How do we
make sure
we are
inclusive?

Strong Understanding of
Inclusivity

Plight of Diverse Team
Members

Remember also about
Belonging

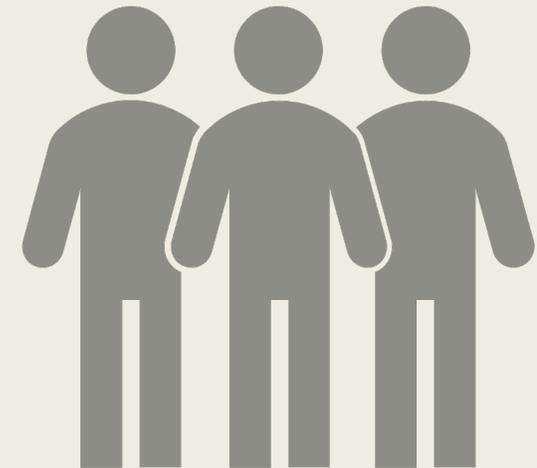
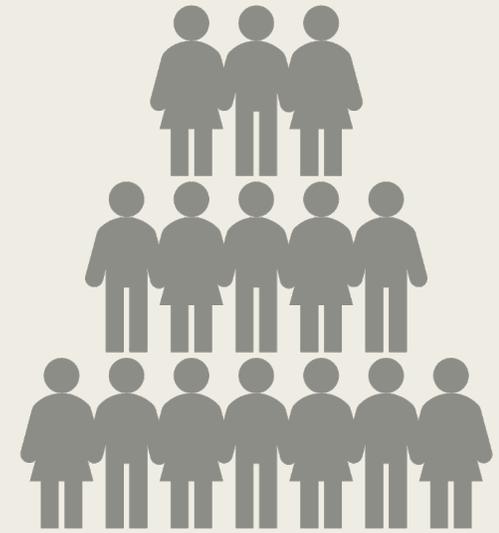
Stay Close to your Team
Members

Organizational Belief – Critical

Strong values for developing high quality interpersonal understanding and competence, combined with, a shared belief that people with diverse backgrounds and perspectives are a source of insight that can be leveraged to enhance learning and better outcomes

More About Inclusion

- Inclusion is a relational construct
- It's ultimately about how your team functions and performs based on the quality of social connections, openness to learning, agility, and depth of decision making
- Role of leadership is to foster this type of inclusivity





Imperative that team members have a shared understanding about the social norms within the organization.



What's the inclusion expectation



Inclusivity statement about EDI as a core value.

Be
Transparent
and Inclusive

Inclusivity Today

Not about taking on the big “isms”

What are we doing today to be and stay inclusive?

Two Major Concepts

1. Experiencing the sense of belonging

2. One’s uniqueness is valued and integrated

Create an Inclusivity Statement

- Create a headline/title for your statement
- Make the statement conversational and easy to read
- Communicate values
- Be actionable for everyone
- CLI's Inclusivity Statement:

Better Together

As the premier legal inclusiveness organization, we bring inclusion practices that allow the legal community to thrive in their diversity efforts. We welcome all individuals, ideas, backgrounds, and experiences as everyone's contributions enrich us all. Access for all people creates partnership and communities that are richer, more innovative and more effective at every level.

Pronouns as Way to Ensure Inclusivity

Embracing the correct pronouns of your team members is a valuable and genuine signal that they are safe bringing their whole self to work.

Start with your own pronouns.

Practice. Practice. Practice.

Practice your apology, too.

Be prepared to ask when meeting someone.

Get over it.

Create Cohorts Among Affinity Groups



Are your diverse team members supported by having an affinity group in your organization as gathering place?



If not, partner with other organizations to make affinity groups for your diverse team members. (E.G., The Allies in Denver)

Remember Your Team Members are Experiencing Vicarious Trauma

The Office for Victims of Crime defines vicarious trauma as the negative impact on people who frequently witness and empathetically engage with victims of traumatic incidents. This was and still is a well-recognized struggle for first responders, caregivers, and health-care workers tending to victims under extreme distress. **But through the window of our televisions, computers and phone screens, Black people and allies, in general, are now subject to this form of trauma too.**

Expand Access to Professional Support

Provide access or greater access to employee assistance programs (voluntary, free workplace-based programs that provide counseling and other support)

Provide/normalize “mental health days”

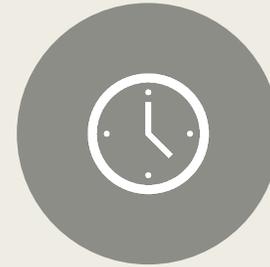
Bring in trained facilitators

This isn't just for ‘public interest lawyers’

Understand Today's Realities May Affect Productivity



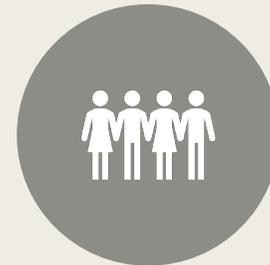
Expect a potential drop in productivity when major events happen



Reprioritize deadlines to minimize unnecessary stress



Let clients know that there may be a delay on deliverables



Give people the benefit of the doubt

Make Sincere Effort to Understand the Environment That Your Team Members From Underrepresented Groups Experience

Have you properly self-educated regarding this issues without asking members what to do?

Have you pushed the leadership in your organization to do the same?

Have you facilitated dialogues in your office? Started a book/podcast club? Suggested certain CLE programs?



Ask Yourself Who's Doing The Work?

Movement towards EDI committees, recognize the unpaid labor of BIPOC individuals participating in employee resource groups

Share Regular, Relevant, Actionable Content



Create programming



Share EDI tips with members

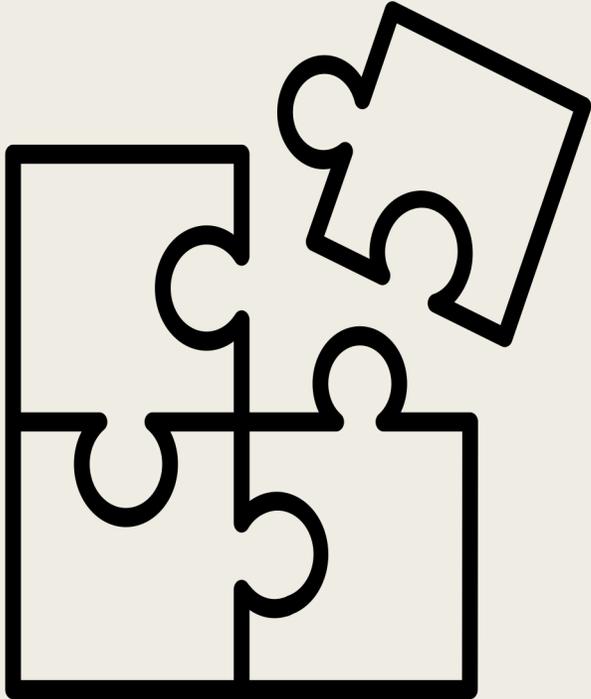


Try to be more innovative than just blogs or newsletters



Bring in guest speakers

PUTTING THE PIECES TOGETHER



- An inclusive culture of belonging will create better outcomes, increase retention and leave team members feeling engaged
- Diversity without inclusivity does not work
- Implicit bias and Microaggressions can undermine the best diversity and inclusivity practices
- Focus on getting better at EDI efforts, never perfect
- Continuing Education (e.g., join CLI)